



3-9 POLICY ON WEAPONS IN THE WORKPLACE

The Park District strives to maintain a safe workplace environment for its employees and visitors and therefore it is the policy of the Park District that the possession of weapons and/or concealed carry by Park District employees is always prohibited while on or in Park District property or while engaged in work for or business with the Park District, as provided in this section.

Concealed Carry Prohibited

All property controlled by the Park District is a “prohibited area” under Section 65 of the Illinois Firearms Concealed Carry Act and thus, concealed carry in or on any property controlled by the Park District is not authorized by Illinois law. Accordingly, and in all events, concealed carrying is not an exception to this policy.

Weapons Prohibited

Except as specifically provided herein, no Park District employee except duly authorized law enforcement personnel, may wear, carry, store, transport, or otherwise possess a weapon at any time while on or in Park District property, whether on duty or off duty, or while performing any duties for on behalf of the Park District, whether on, in or off Park District property.

Except as specifically provided herein, no Park District employee may use a privately owned vehicle for Park District business if that vehicle contains a firearm of any type or size, whether loaded or unloaded.

Park District property for the purposes of this section means every building and property, or portion of a building or property, owned or leased by or otherwise under the control of, the Park District. Park District property also includes every Park District-owned or leased vehicle.

Inspections

Park District representatives may inspect or search any workplace area or any Park District property at any time for the presence of a weapon.

Violations

Any violation of this policy by a Park District employee will subject the employee to severe discipline, up to and including termination and/or arrest. Any Park District employee who sees or perceives a violation of this policy must report that violation to their supervisor or the Administration. No Park District employee should take any action that will risk their safety or the safety of others.



Public Safety and Concealed Carry Act exceptions

Nothing in this policy prohibits an employee, non-employee invitee or visitor on Park District property from possessing or using a weapon as an occupational requirement of a public safety position, including the position of police officer, or work assignment, or as authorized by applicable federal or state law.

Also, nothing in this policy prohibits an employee possessing a valid license under the Firearm Concealed Carry Act, 430 ILCS 66/1, et seq., from carrying a concealed firearm and/or ammunition on or about his person within a vehicle into a Park District parking area, provided that, before the employee leaves the parked vehicle, the firearm and ammunition are stored and concealed within the locked vehicle, or locked container within the vehicle, out of plain view within the vehicle in the parking area. An employee with a concealed carry license may carry a concealed firearm in the immediate area surrounding their vehicle within a Park District parking area only for the limited purpose of storing a firearm within or retrieving a firearm from the vehicle's trunk, provided that the licensee ensures that the concealed firearm is unloaded prior to exiting the vehicle. For purposes of this policy, "case" includes a glove compartment or console that completely encloses the concealed firearm and/or ammunition, the trunk of the vehicle, or a firearm carrying box, shipping box, or another enclosing container.

Adopted on:

Revised on: October 2016

November 2021

4825-9875-9993, v. 1